

# DCHRMS Core HR Overview

Efficient and Effective HR Solutions





# Agenda

- DCHRMS Core HR Overview
- Self-Service Functionality
- DCHRMS Core HR Functionality





#### DCHRMS Core HR Overview

- The Defense Civilian Human Resources Management System (DCHRMS) is a human resources (HR) information system (HRIS) that will support civilian HR management, establish a single employee record, and create standardized personnel data across the enterprise
- It is a cloud-based system that takes advantage of Oracle's Fusion Human Capital Management (HCM) Base Cloud Service to provide a single civilian personnel service capability for the DoD
- It provides core HR functions and capabilities, end-to-end, that supports the HR community lifecycle for:
  - Request for personnel actions
  - Transfers
  - Recruit to fill
  - Classification
  - Compensation
- DCHRMS will replace the Defense Civilian Personnel Database System (DCPDS), and moves us from six separate databases that maintain DoD employee records into one integrated enterprise database. This allows for:
  - More flexible information sharing across DoD
  - Increases transparency of HR actions across the Components
  - Reduces costs and workload due to streamlined processes





## DCHRMS Core HR Overview (Cont'd)

- Through capability, functionality, and flexibility, DCHRMS provides the ability for HR Users, Managers, and Employees to:
  - Manage the workforce through: Hiring, rehiring, promoting, transferring employees, and assigning actions
  - Capture benefits and entitlements
  - Manage positions and organizational hierarchy
  - Manage compensation and pay tables through automation
  - Generate personnel actions through self-service
- In addition, to support day to day HR operations, DCHRMS will provide:
  - Improved decision support, using data analytics to plan and manage DoD's civilian workforce
  - Improved coordination between military and civilian HCM systems
  - Improved access with roles and permissions and standardized data for users
  - Self-service features for managers and employees





#### Self-Service

#### For Employees:

- Secure, real-time easy on-line access to key personnel information 24/7:
  - Personnel Actions (SF-50s), Position and Assignment Information, Personal Information,
     Salary and Benefits, Awards and Bonuses, Training and Certification, Performance and Career Brief
- Submit Request for Personnel Actions (RPAs) and other requests to their managers
- Initiate changes to own record for information such as name changes, address, email, contact information, emergency contacts, marital status and manage disabilities
- View, Add, Update, Modify (training, education, certifications, language proficiencies, and licenses)
- Employment verification information





#### Self-Service

#### For Managers:

- Access to comprehensive and complete data to make decisions
- Robust analytic tool
- Actionable dashboards
- Initiate, review, and automate approval of RPAs though work flow
- View personnel information about their staff
- Initiate, review and automate changes to an employee's work schedule, record geo locations/duty station, salary due to locality changes, employment (transfer, promote, transfer, terminate work relationship/association)





#### DCHRMS Core HR

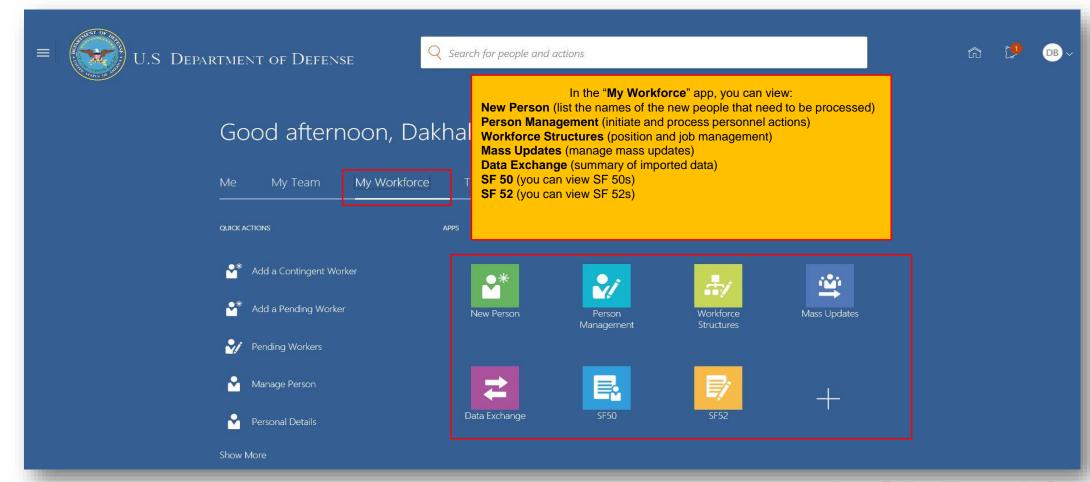
#### **For HR Professionals:**

- Access to comprehensive and complete data to make decisions
- Robust analytic tool
- Actionable dashboards
- Single point of data entry
- Initiate workflow to process actions on employees
- Submit all of the manager actions on their behalf for an employee record (working hours, work schedule, locality changes, promotions, transfers)
- Initiate, review and automate HR transactions (change position, suspend assignment, change in employment)
- View personnel information about their organizations





#### Home Screen Dashboard







### **DCHRMS** Information

For additional information go to: https://www.dcpas.osd.mil/OD/DCHRMS

